
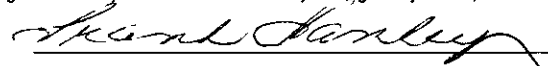
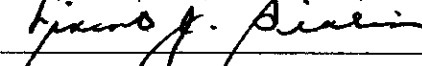


# FORM LM-2 LABOR ORGANIZATION ANNUAL REPORT

**MUST BE USED BY LABOR ORGANIZATIONS WITH \$200,000 OR MORE IN  
TOTAL ANNUAL RECEIPTS AND LABOR ORGANIZATIONS IN TRUSTEESHIP**

This report is mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C. 439 or 440.

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

For Official Use Only  <b>E</b>	1. FILE NUMBER <b>000 - 159</b>	2. PERIOD COVERED MO DAY YEAR From <b>01 01 2002</b> Through <b>12 31 2002</b>	3. (a) AMENDED — If this is an amended report correcting a previously filed report, check here: <input type="checkbox"/> (b) TERMINAL — If your organization ceased to exist and this is its terminal report, see Section XII of the instructions and check here: <input type="checkbox"/> (c) SUBSIDIARY — If this is a report for a subsidiary organization of your union as defined in Section X of the instructions, check here: <input type="checkbox"/>
	8. MAILING ADDRESS First Name <b>VINCENT</b> Last Name <b>GIBLIN</b> P.O. Box - Building and Room Number (if any)  Number and Street <b>1125 17TH ST NW</b> City <b>WASHINGTON</b> State ZIP Code + 4 <b>DC 20036 - </b>		
4. AFFILIATION OR ORGANIZATION NAME <b>ENGINEERS, OPERATING, AFL-CIO</b>			
5. DESIGNATION (Local, Lodge, etc.) <b>NHQ</b>		6. DESIGNATION NUMBER	
7. UNIT NAME (if any)			
9. Are your organization's records kept at its mailing address? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> (If "No," provide address in Item 75.)			
75. ADDITIONAL INFORMATION Item Number			
Each of the undersigned, duly authorized officers of the above labor organization, declares, under the applicable penalties of law, that all of the information submitted in this report (including the information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See Section VI on penalties in the instructions.)			
76. SIGNED:  Date <b>202-429-9100</b> Telephone Number		77. SIGNED:  Date <b>202-429-9100</b> Telephone Number	
PRESIDENT (If other title, see instructions.)		SECRETARY-TREASURER (If other title, see instructions.)	



*During the Reporting Period Did Your Organization:*

10. Have a "subsidiary organization" as defined in Section X of the instructions? ..... Yes ☐ No ☒
11. Create or participate in the administration of a trust or other fund or organization, as defined in the instructions, which provides benefits for members or their beneficiaries? ..... ☒ ☐
12. Have a political action committee (PAC) fund? ..... ☒ ☐
13. Acquire or dispose of any goods or property in any manner other than by purchase or sale? ..... ☒ ☐
14. Have an audit or review of its books and records by an outside accountant or by a parent body auditor/representative? ..... ☒ ☐
15. Discover any loss or shortage of funds or other property? ..... ☐ ☒  
(Answer "Yes" even if there has been repayment or recovery.)
16. Have any officer who was paid \$10,000 or more by your organization and also received \$10,000 or more as an officer or employee of another labor organization or of an employee benefit plan? ..... ☒ ☐
17. Liquidate or reduce any liabilities without disbursement of cash? ..... ☐ ☒

(If the answer to any of the above questions is "Yes," provide details in Item 75 as explained in the instructions for each item.)

18. How many members did your organization have at the end of the reporting period? 3 9 0 3 8 8
19. What is the date of your organization's next regular election of officers? MO 0 4 YEAR 2 0 0 3
20. What is the maximum amount recoverable under your organization's fidelity bond for a loss caused by any officer or employee of your organization? \$ 5 0 0 0 0 0

21. What are your organization's rates of dues and fees?  
(Enter a minimum and maximum if more than one rate applies for any line.)

Rates of Dues and Fees	
(a) Regular Dues/Fees	\$ MIN./14.00 per MONTH (Month, Year, etc.)
(b) Initiation Fees	\$ MIN./5.00
(c) Transfer Fees	\$ MIN./1.00
(d) Work Permits	\$ N/A per N/A (Month, Year, etc.)

22. During the reporting period, did your organization have any changes in its constitution and bylaws (other than rates of dues and fees) or in practices/procedures listed in the instructions? ..... Yes ☐ No ☒  
(If the constitution and bylaws or practices/procedures have changed, see the instructions.)
23. Were any of your organization's assets pledged as security or encumbered in any other way at the end of the reporting period? ..... ☐ ☒
24. Did your organization have any contingent liabilities at the end of the reporting period? ..... ☒ ☐

(If the answer to Item 23 or 24 is "Yes," provide details in Item 75.)

# STATEMENT A - ASSETS AND LIABILITIES

FILE NUMBER: 0 0 0 - 1 5 9

Complete Schedules 1 Through 15 Before Completing Statement A

Enter Amounts in Dollars Only -- Do Not Enter Cents

	ASSETS	From SCH #	Start of Reporting Period (A)	End of Reporting Period (B)
	Item			
ASSETS	25. Cash.....	1	6 5 8 7 3 6 9	6 5 5 8 6 9 9
	26. Accounts Receivable.....		4 3 5 9 1 0 4	2 9 9 9 5 6 5
	27. Loans Receivable.....		3 3 7 3 3	3 3 7 3 3
	28. U.S. Treasury Securities.....		9 5 0 4 0 5 6 4	9 3 9 9 2 3 0 2
	29. Investments.....	2	9 3 8 4 4 7 0 8	1 0 7 4 7 6 5 4 2
	30. Fixed Assets.....	5	1 0 6 9 9 1 8 6	1 0 3 1 3 9 0 7
	31. Other Assets.....	3	4 0 4 7 2 8 1	2 9 6 3 2 7 2
	32. TOTAL ASSETS.....		2 1 4 6 1 1 9 4 5	2 2 4 3 3 8 0 2 0
LIABILITIES	33. Accounts Payable.....	8	8 2 7 6 4 8	5 6 3 0 9 9
	34. Loans Payable.....		0	0
	35. Mortgages Payable.....		0	0
	36. Other Liabilities.....	4	1 1 1 8 6 2 9 8	1 3 9 4 4 5 0 7
	37. TOTAL LIABILITIES.....		1 2 0 1 3 9 4 6	1 4 5 0 7 6 0 6
	38. NET ASSETS (Item 32 less Item 37).....		2 0 2 5 9 7 9 9 9	2 0 9 8 3 0 4 1 4

# STATEMENT B - RECEIPTS AND DISBURSEMENTS

FILE NUMBER: 000 - 159

Complete Schedules 1 Through 15 Before Completing Statement B

Enter Amounts in Dollars Only -- Do Not Enter Cents

CASH RECEIPTS	From SCH #	AMOUNT	CASH DISBURSEMENTS	From SCH #	AMOUNT
Item			Item		
39. Dues.....		0	56. To Officers.....	9	1 2 8 8 8 9 1
40. Per Capita Tax.....		3 3 8 1 9 7 2 7	57. To Employees.....	10	8 6 6 9 8 6 4
41. Fees.....		2 4 1 0 4 0 6	58. Per Capita Tax.....		2 8 2 5 9 1 5
42. Fines.....		0	59. Fees, Fines, Assessments, etc. ....		0
43. Assessments.....		5 9 1 1 1 6	60. Office & Administrative Expense....	13	2 2 5 1 9 0 9
44. Work Permits.....		0	61. Educational & Publicity Expense...		1 1 8 1 7 1 5
45. Sale of Supplies.....		2 0 3 8 8 1	62. Professional Fees.....		3 7 8 6 8 1
46. Interest.....		8 3 2 2 1 5 8	63. Benefits.....	11	5 8 7 2 5 5 7
47. Dividends.....		4 9 2 8 6 0	64. Contributions, Gifts & Grants.....	12	4 7 2 6 9 7 0
48. Rents.....		7 7 1 4 1 9	65. Supplies for Resale.....		2 9 2 7 4 1
49. Sale of Investments & Fixed Assets.....	6	1 0 7 0 8 6 8 9	66. Direct Taxes.....		9 4 1 4 8 8
50. Loans Obtained.....	8	0	67. Withholding Taxes.....		3 7 1 5 2 1 8
51. Repayments of Loans Made.....	1	0	68. Purchase of Investments & Fixed Assets.....	7	2 6 6 0 5 1 7 9
52. On Behalf of Affiliates for Transmittal to Them.....		0	69. Loans Made.....	1	0
53. From Members for Disbursement on Their Behalf.....		0	70. Repayment of Loans Obtained.....	8	0
54. Other Receipts.....	14	1 1 4 8 0 9 0 8	71. To Affiliates of Funds Collected on Their Behalf.....		0
			72. On Behalf of Individual Members...		0
			73. Other Disbursements.....	15	1 0 0 7 8 7 0 6
55. TOTAL RECEIPTS.....		6 8 8 0 1 1 6 4	74. TOTAL DISBURSEMENTS .....		6 8 8 2 9 8 3 4

**Enter Amounts in Dollars Only -- Do Not Enter Cents****SCHEDULE 1 — LOANS RECEIVABLE**

List below loans to officers, employees, or members which at any time during the reporting period exceeded \$250 and list all loans to business enterprises regardless of amount. (A)	Loans Outstanding at Start of Period (B)	Loans Made During Period (C)	Repayments Received During Period		Loans Outstanding at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
1. Name: IUOE Local 280 Purpose: Fin. Assis. To Local Security: None Terms: No specific	4 0 0 0	0	0	0	4 0 0 0
2. Name: IUOE Local 484 Purpose: Fin. Assis. To Local Security: None Terms: No specific	2 5 0 0 0	0	0	0	2 5 0 0 0
3. Name: IUOE Local 904 Purpose: Fin. Assis. To Local Security: None Terms: No specific	4 7 3 3	0	0	0	4 7 3 3
4. Totals from additional pages (if any)					
5. Totals of loans not listed above	0	0	0	0	0
6. Totals of Lines 1 through 5	3 3 7 3 3	0	0	0	3 3 7 3 3
The totals from Line 6 are entered in..... Item 27 ..... Item 69 ..... Item 51 ..... Item 75 ..... Item 27 Column (A) ..... with Explanation ..... Column (B)					

# **SCHEDULE 2 - INVESTMENTS** (OTHER THAN U.S. TREASURY SECURITIES)

FILE NUMBER: 000 - 159

Description (A)	Amount (B)
<b>Marketable Securities</b>	
1. Total Cost	6 8 1 3 7 8 0 2
2. Total Book Value	6 8 1 3 7 8 0 2
3. List each marketable security which has a book value over \$1,000 and exceeds 20% of Line 2.	
(a) None	0
(b)	
(c)	
(d)	
<b>Other Investments</b>	
4. Total Cost	3 9 3 3 8 7 4 0
5. Total Book Value	3 9 3 3 8 7 4 0
6. List each other investment which has a book value over \$1,000 and exceeds 20% of Line 5. Also list each subsidiary for which separate reports are attached.	
(a) AFL-CIO Housing Investment Trust	3 9 3 1 5 9 6 5
(b)	
(c)	
(d)	
(e) Total from additional pages (if any)	
7. Total of Lines 2 and 5	1 0 7 4 7 6 5 4 2
The total from Line 7 is entered in ..... Item 29, Column (B)	

# **SCHEDULE 3 - OTHER ASSETS**

Description (A)	Book Value (B)
1. Accrued Investment Income	1 7 4 7 3 3 7
2. Prepaid insur, taxes & other exp	6 2 2 7 6 0
3. Prepaid pension costs	5 9 3 1 7 5
4.	
5.	
6. Total from additional pages (if any)	
7. Total of Lines 1 through 6	2 9 6 3 2 7 2
The total from Line 7 is entered in ..... Item 31, Column (B)	

# **SCHEDULE 4 - OTHER LIABILITIES**

Description (A)	Amount at End of Period (B)
1. Deferred revenue	5 2 8 5 5
2. Post retirement benefits payable	1 2 1 4 1 8 0 7
3. Payroll deductions payable	3 4 2 4 4
4. Accrued vacation payable	1 1 7 3 0
5. Due to government	3 6 2 4 9 3
6. Total from additional pages (if any)	1 3 4 1 3 7 8
7. Total of Lines 1 through 6	1 3 9 4 4 5 0 7
The total from Line 7 is entered in ..... Item 36, Column (D)	

# SCHEDULE 5 - FIXED ASSETS

FILE NUMBER: 000 - 159

Description (A)	Cost or Other Basis (B)	Total Depreciation or Amount Expensed (C)	Book Value (D)	Fair Market Value (E)
1. Land (give location): 1125 17th St NW, Wshngtn, DC 20036	7 0 4 7 7 5		7 0 4 7 7 5	0
2. Totals from additional pages (if any)				
3. Buildings (give location): 1125 17th St NW, Wshngtn, DC	1 3 0 9 8 9 8 8	4 1 8 9 4 5 4	8 9 0 9 5 3 4	1 4 9 7 5 8 0 0
4. Totals from additional pages (if any)				
5. Automobiles and Other Vehicles	3 6 9 9 0	6 9 3 6	3 0 0 5 4	3 0 0 5 4
6. Office Furniture and Equipment	2 3 2 1 6 4 3	1 7 4 9 1 7 5	5 7 2 4 6 8	5 7 2 4 6 8
7. Other Fixed Assets	2 4 9 3 0 8	1 5 2 2 3 2	9 7 0 7 6	9 7 0 7 6
8. Totals of Lines 1 through 7	1 6 4 1 1 7 0 4	6 0 9 7 7 9 7	1 0 3 1 3 9 0 7	1 5 6 7 5 3 9 8
The total from Line 8, Column (D) is entered in..... Item 30, Column (B)				

# SCHEDULE 6 - SALE OF INVESTMENTS AND FIXED ASSETS

Description (if land or buildings, give location) (A)	Cost (B)	Book Value (C)	Gross Sales Price (D)	Amount Received (E)
1. U.S. Treasury Securities	77 29 60 7	77 29 60 7	77 29 60 7	77 29 60 7
2. Mutual Funds	1 1 4 30 55 5	1 1 4 30 55 5	5 60 9 38 3	5 60 9 38 3
3.				
4.				
5. Totals from additional pages (if any)				
6. Totals of Lines 1 through 5	191 60 16 2	191 60 16 2	133 38 99 0	133 38 99 0
7. Less Reinvestments				263 03 01
8. Net Sales				1 0 7 0 8 6 8 9
The total from Line 8 is entered in ..... Item 49				

# SCHEDULE 7 – PURCHASE OF INVESTMENTS AND FIXED ASSETS

FILE NUMBER: 0 0 0 - 1 5 9

Description (if land or buildings, give location) (A)	Cost (B)	Book Value (C)	Cash Paid (D)
1. U.S. Treasury Securities	6 6 8 1 3 4 5	6 6 8 1 3 4 5	6 6 8 1 3 4 5
2. Mutual Funds	2 5 0 3 6 8 1 1	2 5 0 3 6 8 1 1	2 2 4 0 6 5 1 0
3. Office Furniture and Equipment	6 3 2 9 4	6 3 2 9 4	6 3 2 9 4
4. Automobiles	9 3 3 1 0	9 3 3 1 0	6 5 5 5 9
5. Totals from additional pages (if any)	1 8 7 7 2	1 8 7 7 2	1 8 7 7 2
6. Totals of Lines 1 through 5	3 1 8 9 3 5 3 2	3 1 8 9 3 5 3 2	2 9 2 3 5 4 8 0
	7. Less Reinvestments		2 6 3 0 3 0 1
	8. Net Purchases		2 6 6 0 5 1 7 9

The total from Line 8 is entered in ..... Item 68

# SCHEDULE 8 -- LOANS PAYABLE

Source of Loans Payable at Any Time During the Reporting Period (A)	Loans Owed at Start of Period (B)	Loans Obtained During Period (C)	Repayment Made During Period		Loans Owed at End of Period (E)
			Cash (D)(1)	Other Than Cash (D)(2)	
1. None	0	0	0	0	0
2.					
3.					
4.					
5. Totals from additional pages (if any)					
6. Totals of Lines 1 through 5	0	0	0	0	0

The total from Line 6 is entered in ..... Item 34 ..... Item 50 ..... Item 70 ..... Item 75 ..... Item 34  
Column (C) with Explanation Column (D)



# SCHEDULE 9 - ALL OFFICERS AND DISBURSEMENTS TO OFFICERS

FILE NUMBER: 0 0 0 - 1 5 9

(A) Name <small>(List all persons who held office during the reporting period even if they received no salary or other disbursements.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Title <small>(Enter title of officer, such as PRESIDENT or TREASURER.)</small>	Status (C)*					
1.	HANLEY FRANK GEN PRESIDENT C	2 5 6 6 0 0	1 5 6 0 0	2 3 1 8 2	1 7 1 5	2 9 7 0 9 7
2.	COUTTS BUDD GEN SEC-TREAS P	1 8 3 7 4 4	1 3 4 7 5	1 4 8 6 8	1 2 9 7 8	2 2 5 0 6 5
3.	GIBLIN VINCENT GEN SEC-TREAS N	6 1 6 5 0	1 0 3 0 0	1 0 0 1 0	0	8 1 9 6 0
4.	WAGGONER WILLIAN VICE PRESIDENT C	6 1 6 5 0	1 0 0 0 0	0	0	7 1 6 5 0
5.	BELFI JR VERGIL VICE PRESIDENT C	6 1 6 5 0	1 1 9 0 0	1 8 6 0	0	7 5 4 1 0
6.	DERESCHUK FRED VICE PRESIDENT C	6 1 6 5 0	1 0 9 0 0	9 1 9 4	0	8 1 7 4 4
7.	DUGAN WILLIAM VICE PRESIDENT C	6 1 6 5 0	1 0 3 0 0	1 1 9 2 2	0	8 3 8 7 2
8. Totals from additional pages (if any)		7 4 2 4 1 3	1 0 7 7 3 3	6 3 6 8 8	0	9 1 3 8 3 4
9. Totals of Lines 1 through 8		1 4 9 1 0 0 7	1 9 0 2 0 8	1 3 4 7 2 4	1 4 6 9 3	1 8 3 0 6 3 2
				10. Less Deductions	5 4 1 7 4 1	
The total from Line 11 is entered in ..... Item 56				11. Net Disbursements	1 2 8 8 8 9 1	

\*Code for Status (C): past officer - P; continuing officer - C; new officer during the reporting period - N.

(If any officer was not elected at a regular election in accordance with your organization's constitution and bylaws, explain in Item 75.)

# SCHEDULE 10 - DISBURSEMENTS TO EMPLOYEES

FILE NUMBER: 000 - 159

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
BARRY JOHN 1. ASST DIR APP TRN N/A	7 6 7 3 3	6 3 0 0	1 2 2 4	0	8 4 2 5 7
BEGEMAN SUSAN 2. ADMINSTRTR H&W N/A	1 5 7 8 0	0	0	0	1 5 7 8 0
BRADY JR JOSEPH 3. DIR COMM DEPT N/A	8 3 2 0 0	5 6 0 0	5 3 7	0	8 9 3 3 7
BREEN MARY 4. ADMINSTRTR H&W N/A	4 9 3 8 7	0	0	0	4 9 3 8 7
BROWN STEPHEN 5. DIR APP & TRNG N/A	7 7 2 9 2	6 3 0 0	4 4 7 0	0	8 8 0 6 2
6. Totals from additional pages (if any)	9 0 9 3 3 1 7	5 0 8 4 2 5	1 1 1 3 6 2	0	1 0 7 1 3 1 0 4
7. Totals for all employees who, during the reporting period, received \$10,000 or less in total disbursements from your organization and any affiliates	8 1 2 3 1	1 1 0 9 0	2 7 3 4 0	0	1 1 9 6 6 1
8. Totals of Lines 1 through 7	9 4 7 6 9 4 0	5 3 7 7 1 5	1 1 4 4 9 3 3	0	1 1 1 5 9 5 8 8
			9. Less Deductions	2 4 8 9 7 2 4	
The total from Line 10 is entered in ..... Item 57			10. Net Disbursements	8 6 6 9 8 6 4	

# **SCHEDULE 11 - BENEFITS**

FILE NUMBER: 000 - 159

Description (A)	To Whom Paid (B)	Amount (C)
1. None	None	0
2.		
3.		
4.		
5. Total from additional pages (if any)		5 8 7 2 5 5 7
6. Total of Lines 1 through 5		5 8 7 2 5 5 7
The total from Line 6 is entered in ..... Item 63		

# **SCHEDULE 12 - CONTRIBUTIONS, GIFTS & GRANTS**

Description (A)	Amount (B)
1. Financial Assistance to Locals	0
2. and related Organizations	6 5 0 0 0
3. Organizing grants to locals	4 4 7 8 9 5 0
4. Flowers and Memorials	8 5 5 5
5. Testimonials	2 1 6 0 0
6. Charitable	2 2 2 0 0
7. Total from additional pages (if any)	1 3 0 6 6 5
8. Total of Lines 1 through 7	4 7 2 6 9 7 0
The total from Line 8 is entered in ..... Item 64	

# **SCHEDULE 13 - OFFICE & ADMINISTRATIVE EXPENSE**

Description (A)	Amount (B)
1. Temporary Assistance	1 2 5 0 1 7
2. Travel related exp (non-alloc)	2 7 9 0 5 5
3. Building operations	1 5 3 6 3 0
4. Duplication and microfilming	1 1 8 1 2 8
5. Equipment rental	4 2 8 2 9
6. Postage, freight, and couriers	1 1 6 5 2 0
7. Total from additional pages (if any)	1 4 1 6 7 3 0
8. Total of Lines 1 through 7	2 2 5 1 9 0 9
The total from Line 8 is entered in ..... Item 60	

## SCHEDULE 14 - OTHER RECEIPTS

Description (A)	Amount (B)
1. Royalty Revenue	7 7 5 2 0 5
2. Reimb. from general pension plan	3 0 8 4 7 5
3. Government contract funds rec	9 7 6 0 0 6 9
4. Political Education fund contrib	6 9 0 3 5
5. Refunds and reimbursements:	0
6. Auto operations	3 3 2 4
7. Building expenses	2 2 3
8. Duplicating	3 8 7 4
9. Convention	1 8 7 8 5
10. Organizing Campaign	1 2 7 5 4
11. Hospitalization expense	3 3 9 6 1 2
12. Insurance expense	9 5 6
13. Travel	1 0 9 7 3
14. Officer and Employee Expenses	3 3 6 8 3
15. Disaster Fund contributions	2 1 4 9 0
16. Total from additional pages (if any)	1 2 2 4 5 0
17. Total of Lines 1 through 16	1 1 4 8 0 9 0 8

The total from Line 17 is entered in ..... Item 54

## SCHEDULE 15 - OTHER DISBURSEMENTS

Description (A)	Amount (B)
1. Bank charges and Canadian exchg	6 9 8 0 3 5
2. Conf, meetings (Non-allocable)	4 0 3 2 0 4
3. Other govt contract expenses	8 5 9 5 4 6 3
4. Other payroll deductions paid	2 8 9 5 4 9
5. Worker's compensation insurance	1 3 5 5 4
6. Employee parking	1 6 5 8 5
7. Accrued interest purchased	2 7 3 6 3
8. Withdrawl member fees refunded	7 8 4 3
9. Disaster Fund disbursements	2 7 1 1 0
10.	
11.	
12.	
13.	
14.	
15.	
16. Total from additional pages (if any)	
17. Total of Lines 1 through 16	1 0 0 7 8 7 0 6

The total from Line 17 is entered in ..... Item 73

ORGANIZATION NAME:  
ENGINEERS, OPERATING, AFL-CIO

FILE NUMBER: 000 - 159

ENDING DATE OF PERIOD COVERED:  
12/31/2002

## SCHEDULE 9 - ALL OFFICERS AND DISBURSEMENTS TO OFFICERS (continued)

(A) Name <small>(List all persons who held office during the reporting period even if they received no salary or other disbursements.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Title <small>(Enter title of officer, such as PRESIDENT or TREASURER.)</small>	Status (C)*					
BABIN III PETER VICE PRESIDENT	C	6 1 6 5 0	1 0 0 0 0	4 2 1 8	0	7 5 8 6 8
HART SAM VICE PRESIDENT	C	6 1 6 5 0	1 0 3 0 0	2 3 7 8	0	7 4 3 2 8
DOSER DONALD VICE PRESIDENT	C	6 1 6 5 0	1 0 0 0 0	3 8 8 5	0	7 5 5 3 5
MCGUIRE THOMAS VICE PRESIDENT	C	6 1 6 5 0	1 0 0 0 0	7 4 6 9	0	7 9 1 1 9
MCLAUGHLIN JAMES VICE PRESIDENT	C	6 1 6 5 0	1 0 0 0 0	5 8 6 1	0	7 7 5 1 1
GARDNER JAMES VICE PRESIDENT	C	6 1 6 5 0	1 0 3 0 0	1 9 5 2	0	7 3 9 0 2
RYAN WILLIAM VICE PRESIDENT	C	6 1 6 5 0	1 0 6 0 0	3 2 5 5	0	7 5 5 0 5
PELROY JAN VICE PRESIDENT	C	6 1 6 5 0	1 0 3 0 0	8 6 7 1	0	8 0 6 2 1

ORGANIZATION NAME:  
ENGINEERS, OPERATING, AFL-CIO

FILE NUMBER: 000 - 159

ENDING DATE OF PERIOD COVERED:  
12/31/2002

## SCHEDULE 9 – ALL OFFICERS AND DISBURSEMENTS TO OFFICERS (continued)

(A) Name <small>(List all persons who held office during the reporting period even if they received no salary or other disbursements.)</small>		Status (C)*	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Title <small>(Enter title of officer, such as PRESIDENT or TREASURER.)</small>							
HICKEY BRIAN VICE PRESIDENT		C	6 1 6 5 0	1 0 0 0 0	5 4 2 9	0	7 7 0 7 9
KROEKER GARY VICE PRESIDENT		C	2 1 9 1 3	1 4 3 3	7 0 5 6	0	3 0 4 0 2
ELLIS GERALD TRUSTEE CHRMN		C	1 8 3 0 0	1 2 0 0	1 2 3 7	0	2 0 7 3 7
DEJULIIS JAMES TRUSTEE		C	1 8 3 0 0	1 2 0 0	2 4 0	0	1 9 7 4 0
CAMPBELL KENNETH TRUSTEE		C	1 8 3 0 0	1 2 0 0	3 3 0 4	0	2 2 8 0 4
SCHLOOP PHILIP TRUSTEE		C	1 8 3 0 0	1 2 0 0	0	0	1 9 5 0 0
HANLEY CHRISTO TRUSTEE		N	9 2 4 5 0	1 0 0 0 0	8 7 3 3	0	1 1 1 1 8 3

ORGANIZATION NAME:  
ENGINEERS, OPERATING, AFL-CIO

FILE NUMBER: 000 - 159

ENDING DATE OF PERIOD COVERED:  
12/31/2002

## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name (List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position (Enter employee's job title.)						
(C) Name of Affiliated Organization (if applicable)						
CLEVELAND	WILLIAM	4 7 7 0 8	0	0	0	4 7 7 0 8
SUPV DATA PROC						
N/A						
COATES	DAVID	2 3 8 3 3	0	0	0	2 3 8 3 3
SUPV DATA PROC						
N/A						
DELANEY	HUGH	7 5 7 3 3	5 2 5 0	2 4 7	0	8 1 2 3 0
DIR OF COMM						
N/A						
EDGINTON	LARRY	2 4 3 5 9	1 7 0 0	1 0 7	0	2 6 1 6 6
DIR SAFETY&HLTH						
N/A						
EVANS	HOWARD	8 9 1 7 5	8 2 6 0	6 3 6 0	0	1 0 3 7 9 5
ASST TO GEN PRES						
N/A						

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
GREGORY JOHN ASST DIR APP TRN N/A	7 5 7 3 3	6 3 5 0	4 6 3 5	0	8 6 7 1 8
GRIFFIN RICHARD GEN COUNSEL N/A	1 1 8 3 6 7	9 6 5 0	3 9 6 3	0	1 3 1 9 8 0
HANLEY LAURA DOC MGMT SPEC N/A	2 8 7 0 8	0	0	0	2 8 7 0 8
HENNEBERRY KEVIN LEGISL ASSIST N/A	4 8 0 4 2	0	9 8	0	4 8 1 4 0
HUTCHINS KATHRYN PURCH AGENT N/A	4 2 7 0 8	0	0	0	4 2 7 0 8



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## SCHEDULE 10 - DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>						
(C) Name of Affiliated Organization <small>(if applicable)</small>						
JAMES  DIR GOVT AFFAIRS  N/A	TIMOTHY	8 6 3 9 2	8 6 0 0	7 3 9 0	0	1 0 2 3 8 2
MASON  ASST DIR APP TRN  N/A	W JOHN	6 6 2 9 2	8 3 0 0	0	0	7 4 5 9 2
MCLAUGHLIN  ASST DIR APP TRN  N/A	JOSEPH	6 2 3 1 7	7 5 0	1 6 1 0	0	6 4 6 7 7
MORGAN  ASSOC GEN COUNS  N/A	HELEN	9 8 3 6 7	5 8 5 0	9 7 9	0	1 0 5 1 9 6
MURPHY  DIR FIN&ADMIN  N/A	MICHAEL	8 5 8 6 7	7 0 5 0	3 2 8 1	0	9 6 1 9 8

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
NADEAU ASSIST GEN COUNS N/A	7 4 3 1 7	3 0 0	1 5 7	0	7 4 7 7 4
PENBERTHY DIR IS N/A	6 5 7 5 8	5 0 0 0	0	0	7 0 7 5 8
SEXTON HQ STAFF N/A	6 5 7 0 8	0	1 9 4	0	6 5 9 0 2
SPOCHART CONTROLLER N/A	3 5 9 1 7	1 5 0	5 0 8	0	3 6 5 7 5
TIGHE ASST TO GEN PRES N/A	9 5 7 5 8	9 9 0 0	1 0 5 0 2	0	1 1 6 1 6 0

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
TILLI PAULA WEBSITE COORD N/A	3 5 4 5 8	0	0	0	3 5 4 5 8
TREANOR DAVID DIR RES&EDUC N/A	8 2 8 0 8	6 1 5 0	4 5 2 9	0	9 3 4 8 7
TREJO EDWARD ASST DIR APP TRN N/A	4 7 5 0 0	8 5 8 0	2 1 7 5 0	0	7 7 8 3 0
VAN DYKE JAMES EXEC ASST TO PRE N/A	1 0 1 2 2 5	8 8 5 0	3 6 2 1	0	1 1 3 6 9 6
ARMES KENNETH REPRESENTATIVE N/A	7 2 6 3 0	1 0 0 1 0	2 2 8 6 4	0	1 0 5 5 0 4

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
BABIN JOHN REPRESENTATIVE N/A	7 2 6 3 0	8 0 4 0	1 3 6 4 5	0	9 4 3 1 5
BANKARD FRANK REG DIRECTOR N/A	1 8 2 4 7	2 1 0 0	9 8 0 8	0	3 0 1 5 5
BERTRAND PHIL REPRESENTATIVE N/A	7 2 6 5 5	1 2 1 4 0	5 5 0 1 3	0	1 3 9 8 0 8
BONNIFIELD DENNIS REG DIRECTOR N/A	8 6 1 2 5	9 6 9 5	1 6 8 6 9	0	1 1 2 6 8 9
BOTTOMS HAROLD REPRESENTATIVE N/A	3 1 5 9 4	4 1 4 0	7 8 5 1	0	4 3 5 8 5

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

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(B) Position (Enter employee's job title.)						
(C) Name of Affiliated Organization (if applicable)						
BRANNON	WALLACE	7 2 7 0 5	1 3 7 1 0	2 4 5 0 9	0	1 1 0 9 2 4
REPRESENTATIVE						
N/A						
BROWN	RICHARD	7 2 6 3 0	1 0 6 8 0	1 0 8 1 5	0	9 4 1 2 5
REPRESENTATIVE						
N/A						
BROWN	ROBERT	7 2 6 5 5	7 5 2 0	2 1 8 6 4	0	1 0 2 0 3 9
REPRESENTATIVE						
N/A						
BRUCE	ALLAN	6 0 4 7 5	6 9 6 0	2 3 0 9 1	0	9 0 5 2 6
REPRESENTATIVE						
N/A						
CLEARY	TIMOTHY	7 2 6 3 0	8 9 9 0	2 2 2 3 9	0	1 0 3 8 5 9
REPRESENTATIVE						
N/A						

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## SCHEDULE 10 - DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	(B) Position <small>(Enter employee's job title.)</small>	(C) Name of Affiliated Organization <small>(if applicable)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
CRAWFORD REPRESENTATIVE N/A		GLENN	7 4 8 0 8	1 3 2 6 0	3 3 6 8 5	0	1 2 1 7 5 3
CREEKS REPRESENTATIVE N/A		JERRY	7 2 6 5 5	1 2 1 8 0	2 9 3 8 2	0	1 1 4 2 1 7
CROCKETT REPRESENTATIVE N/A		EDWARD	7 2 6 3 0	1 0 9 8 0	4 8 6 3 8	0	1 3 2 2 4 8
DOULL REG DIRECTOR N/A		EDGAR	8 6 2 2 5	1 2 4 2 3	4 5 4 1 5	0	1 4 4 0 6 3
DUGAN REPRESENTATIVE N/A		FLOYD	3 6 0 0 8	6 5 5 0	1 3 2 7 9	0	5 5 8 3 7

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>						
(C) Name of Affiliated Organization <small>(if applicable)</small>						
GIACIN	JOSEPH	7 2 6 3 0	9 0 1 0	2 1 9 8 9	0	1 0 3 6 2 9
REPRESENTATIVE						
N/A						
GREEN	RONALD	7 2 7 0 5	1 2 0 0 0	2 7 4 5 4	0	1 1 2 1 5 9
REPRESENTATIVE						
N/A						
HUGHES	LEONARD	8 6 7 8 3	1 3 2 4 0	3 6 7 2 8	0	1 3 6 7 5 1
REG DIRECTOR						
N/A						
JOHNSON	GLEN	7 2 6 3 0	9 6 2 0	2 3 2 7 4	0	1 0 5 5 2 4
REPRESENTATIVE						
N/A						
JORDAN	DAVID	7 2 6 5 5	9 1 4 0	1 6 0 6 3	0	9 7 8 5 8
REPRESENTATIVE						
N/A						

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

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(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
KNIBBS DONALD REPRESENTATIVE N/A	7 2 6 5 5	1 1 1 6 2	4 2 6 5 4	0	1 2 6 4 7 1
KULESZA JR THEODOR REG DIRECTOR N/A	4 3 3 3 1	5 8 0 0	3 3 3 7	0	5 2 4 6 8
LAMBERT JOHNNY REPRESENTATIVE N/A	7 2 6 5 5	1 0 3 9 0	2 0 4 8 9	0	1 0 3 5 3 4
MASTERSON MICHAEL REPRESENTATIVE N/A	1 3 2 4 2	1 5 4 0	1 9 0 6	0	1 6 6 8 8
MCGINNIS MATTHEW REPRESENTATIVE N/A	7 2 6 3 0	9 4 6 0	2 8 2 9 9	0	1 1 0 3 8 9



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## SCHEDULE 10 - DISBURSEMENTS TO EMPLOYEES (continued)

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(B) Position <small>(Enter employee's job title.)</small>					
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MCGULLION LARRY REPRESENTATIVE N/A	7 2 6 5 5	1 2 2 9 0	2 4 3 3 6	0	1 0 9 2 8 1
MELISKO THOMAS REPRESENTATIVE N/A	7 4 9 0 0	8 1 2 0	1 6 1 9 7	0	9 9 2 1 7
MILLER DAVID REPRESENTATIVE N/A	7 2 6 5 5	1 1 6 4 0	3 0 9 4 0	0	1 1 5 2 3 5
MILLS JR HOWARD REG DIRECTOR N/A	5 9 3 1 8	7 5 5 0	6 7 4 8	0	7 3 6 1 6
MORIN JEAN-MA REPRESENTATIVE N/A	7 2 6 3 0	7 9 5 0	2 2 6 3 8	0	1 0 3 2 1 8

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## SCHEDULE 10 - DISBURSEMENTS TO EMPLOYEES (continued)

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(C) Name of Affiliated Organization <small>(if applicable)</small>					
O'GARY JAMES REG DIRECTOR N/A	8 6 1 5 0	9 7 5 0	1 7 6 6 2	0	1 1 3 5 6 2
OXENDINE JOSEPH REPRESENTATIVE N/A	7 2 6 8 0	1 2 0 3 0	3 1 9 7 9	0	1 1 6 6 8 9
POUND RICHARD REPRESENTATIVE N/A	7 2 6 0 5	1 1 1 3 0	2 8 1 2 0	0	1 1 1 8 5 5
ROSSI THEODOR REG DIRECTOR N/A	8 6 2 0 0	1 0 1 2 5	1 3 1 4 6	0	1 0 9 4 7 1
RUSSELL EMMETT REPRESENTATIVE N/A	7 8 3 4 8	6 7 5 0	7 3 0 3	0	9 2 4 0 1

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

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(C) Name of Affiliated Organization <small>(if applicable)</small>					
SCADDEN GARY REPRESENTATIVE N/A	7 2 6 5 5	1 2 6 8 0	2 8 9 6 5	0	1 1 4 3 0 0
SPLAIN JR BENNIE REG DIRECTOR N/A	8 6 2 2 5	1 1 5 7 5	1 7 2 5 0	0	1 1 5 0 5 0
STUTTS STEVEN REPRESENTATIVE N/A	7 2 6 3 0	8 9 4 0	1 6 1 1 0	0	9 7 6 8 0
VANLANDINGHA BARRY REPRESENTATIVE N/A	7 2 6 5 5	1 3 1 4 0	3 0 1 5 9	0	1 1 5 9 5 4
WALL MICHAEL REPRESENTATIVE N/A	7 7 1 3 7	8 7 1 0	1 5 3 7 5	0	1 0 1 2 2 2

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(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
ZINK CHARLES REPRESENTATIVE N/A	7 2 9 2 2	1 2 2 6 0	3 5 6 7 3	0	1 2 0 8 5 5
BANKS DEBORAH CLERICAL-HDQRTS N/A	3 1 7 9 7	0	0	0	3 1 7 9 7
BEATSON RUBY GEN OFFICE CLERK N/A	4 8 2 1 8	0	0	0	4 8 2 1 8
CAMPBELL PATRICI SECRETARY N/A	4 0 5 6 2	0	0	0	4 0 5 6 2
CARUSO CATHERI TEL OPERATOR N/A	4 0 4 9 9	0	0	0	4 0 4 9 9

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(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
CHILDS COMM ASST N/A	3 8 5 0 8	0	0	0	3 8 5 0 8
DOUGLASS SECRETARY N/A	4 2 9 2 3	0	0	0	4 2 9 2 3
ELLIS ACCOUNTANT N/A	5 1 8 5 5	0	0	0	5 1 8 5 5
EPISCOPO GEN OFFICE CLERK N/A	4 0 7 9 5	0	0	0	4 0 7 9 5
FINDLAY ACCOUNTANT N/A	5 3 5 9 3	0	0	0	5 3 5 9 3

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

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(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
FOSTER CYNTHIA ACCOUNTANT N/A	5 2 1 9 7	0	0	0	5 2 1 9 7
FRANCIS STEPHAN SECRETARY N/A	3 7 9 5 8	0	0	0	3 7 9 5 8
FRESE DEBORAH SECRETARY N/A	4 7 5 8 3	0	0	0	4 7 5 8 3
FRIZZELL MICKIE SECRETARY N/A	4 7 4 6 0	0	0	0	4 7 4 6 0
HANDON LISA GEN OFFICE CLERK N/A	3 5 7 4 4	1 5 0	7 5	0	3 5 9 6 9

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(B) Position (Enter employee's job title.)						
(C) Name of Affiliated Organization (if applicable)						
KIKTA  SECRETARY  N/A	MICHELL	3 7 1 4 0	0	0	0	3 7 1 4 0
MESFUNE  GEN OFFICE CLERK  N/A	KIDANE	3 6 8 6 4	0	0	0	3 6 8 6 4
MOORE  ACCOUNTANT  N/A	IVETTE	5 1 8 5 5	0	0	0	5 1 8 5 5
MULLICAN  SECRETARY  N/A	MARGARE	4 7 5 8 3	0	0	0	4 7 5 8 3
NICHOLS  SECRETARY  N/A	ROBIN	3 2 1 4 5	0	0	0	3 2 1 4 5

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## SCHEDULE 10 - DISBURSEMENTS TO EMPLOYEES (continued)

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(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
PARKER DEBRA SECRETARY N/A	4 8 8 0 4	0	0	0	4 8 8 0 4
PARR NANCY SECRETARY N/A	4 7 8 6 8	0	0	0	4 7 8 6 8
PRATHER DIANE SECRETARY N/A	3 7 0 7 5	0	0	0	3 7 0 7 5
PRICE PATRICK GEN OFFICE CLERK N/A	2 6 8 2 6	0	0	0	2 6 8 2 6
RICHARDSON VERNELL GEN OFFICE CLERK N/A	4 0 7 8 4	0	0	0	4 0 7 8 4



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## SCHEDULE 10 - DISBURSEMENTS TO EMPLOYEES (continued)

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(B) Position <small>(Enter employee's job title.)</small>						
(C) Name of Affiliated Organization <small>(if applicable)</small>						
ROBBINS  SECRETARY  N/A	THERESA	4 0 9 7 7	0	0	0	4 0 9 7 7
RUSSELL  SECRETARY  N/A	BARBARA	4 7 6 3 8	0	0	0	4 7 6 3 8
SHOFFNER  SECRETARY  N/A	JO	4 7 5 8 3	6 0 0	7 9 3	0	4 8 9 7 6
SMITH  SECRETARY  N/A	PENNY	3 7 3 8 1	0	0	0	3 7 3 8 1
TILAHUN  ACCOUNTANT  N/A	ALMAZ	4 0 7 6 0	0	0	0	4 0 7 6 0

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(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
VENTIMIGLIA DONALD GEN OFFICE CLERK N/A	3 9 7 3 1	0	0	0	3 9 7 3 1
WATSON ANGELA SECRETARY N/A	3 3 1 2 4	0	0	0	3 3 1 2 4
FLORES ANNE-MA SECRETARY N/A	3 3 0 6 7	0	0	0	3 3 0 6 7
FOWLIE CAROL SECRETARY N/A	3 0 9 1 7	0	0	0	3 0 9 1 7
HECK RITA SECRETARY N/A	2 2 7 1 8	0	0	0	2 2 7 1 8

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

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(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
HUFFMAN NANCY SECRETARY N/A	2 6 9 4 2	0	0	0	2 6 9 4 2
KROUPA KERRY SECRETARY N/A	2 9 4 4 2	0	0	0	2 9 4 4 2
LYNN BARBARA SECRETARY N/A	2 7 9 4 2	0	0	0	2 7 9 4 2
PUHRMANN CLETIUS SECRETARY N/A	3 7 0 1 7	0	0	0	3 7 0 1 7
ROONEY JACQUEL SECRETARY N/A	2 2 9 6 9	0	0	0	2 2 9 6 9

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
ADAMS SEAN ENGINEER N/A	6 0 7 5 4	0	0	0	6 0 7 5 4
AGUILAR JOSE GEN CLEANER N/A	3 3 7 4 9	0	0	0	3 3 7 4 9
BEATSON HENRY GUARD N/A	3 3 0 8 6	0	0	0	3 3 0 8 6
CASTILLO CONCEPC GEN CLEANER N/A	1 5 3 4 5	0	0	0	1 5 3 4 5
CASTILLO LUCIO GEN CLEANER N/A	1 5 1 3 7	0	0	0	1 5 1 3 7

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
CRUZ-GRIJALVA ERNESTO GEN CLEANER N/A	3 2 9 0 3	0	0	0	3 2 9 0 3
HOGGE JR DAVID ENGINEER N/A	6 1 2 3 1	0	0	0	6 1 2 3 1
JENKINS PATRICI GEN CLEANER N/A	1 5 4 1 0	0	0	0	1 5 4 1 0
LAMBERT JESSE ENGR APPR N/A	4 5 6 5 3	0	0	0	4 5 6 5 3
LEWIS WILLIAM GUARD N/A	2 5 1 4 1	0	0	0	2 5 1 4 1

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
PATTERSON SR CONCIERGE N/A	2 9 1 2 8	0	0	0	2 9 1 2 8
REDMAN JR ENGINEER N/A	6 1 8 8 2	0	0	0	6 1 8 8 2
SKINNER GEN CLEANER N/A	1 7 1 0 8	0	0	0	1 7 1 0 8
SKINNER GEN CLEANER N/A	1 5 1 5 1	0	0	0	1 5 1 5 1
STONER CHIEF ENGR N/A	7 6 5 1 3	0	0	0	7 6 5 1 3

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## SCHEDULE 10 - DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
MCDOWELL KEVIN TEMP REP N/A	0	0	1 0 5 3 3	0	1 0 5 3 3
BOGAN SANDRA SEC TRAING EQUIP N/A	3 3 0 9 8	0	0	0	3 3 0 9 8
DODOHARA JENNIFE ACCTNT GPP N/A	4 4 5 1 9	0	0	0	4 4 5 1 9
FALGOUST ELIZABE CLER JOB CORPS N/A	4 0 4 2 8	0	3 9 3	0	4 0 8 2 1
HANRATTY OWEN CLER GPP N/A	3 4 9 9 8	0	0	0	3 4 9 9 8

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
MISKELLY KEVIN DIR JOB CORPS N/A	6 7 7 0 8	1 3 2 5	1 1 5 5 6	0	8 0 5 8 9
OLLSEN ROGER ADM ASST JB CORP N/A	5 2 7 0 8	2 8 0	1 1 9 1	0	5 4 1 7 9
ROSENBERG EDWARD ASSIST TRAING EQ N/A	6 4 7 3 3	0	0	0	6 4 7 3 3
SIMPKINS CHRISTI ADMINISTRATOR GP N/A	6 5 9 5 0	0	0	0	6 5 9 5 0
TAYAL KRISHNA CLER JOB CORPS N/A	4 8 1 6 8	0	5 0 5 5	0	5 3 2 2 3



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## SCHEDULE 10 - DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name (List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position (Enter employee's job title.)						
(C) Name of Affiliated Organization (if applicable)						
UNDERWOOD KEITH  DIR TRAING EQUIP  N/A		7 8 7 5 8	0	3 2 6	0	7 9 0 8 4
WILSON BARBARA  CLER GPP  N/A		3 9 1 0 2	0	0	0	3 9 1 0 2
BEAIRD CAROLL  LEAD INSTRUCTOR  N/A		5 4 2 5 9	0	1 3 6 7	0	5 5 6 2 6
BREWER JACK  INSTRUCTOR  N/A		4 5 8 9 2	0	2 6 4	0	4 6 1 5 6
COOPER PAUL G  LEAD INSTRUCTOR  N/A		4 0 4 2 8	0	1 0 0 5	0	4 1 4 3 3

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>						
(C) Name of Affiliated Organization <small>(if applicable)</small>						
DULANEY	JOHN	4 7 9 7 2	0	1 0 7 9	0	4 9 0 5 1
LEAD INSTRUCTOR						
N/A						
EVINS	FRANK	3 8 0 5 4	0	6 6 9	0	3 8 7 2 3
INSTRUCTOR						
N/A						
HANCOCK	JACK	4 7 2 5 2	0	6 7 3	0	4 7 9 2 5
LEAD INSTRUCTOR						
N/A						
KEANE	JAMES K	3 0 0 4 0	0	2 4 9	0	3 0 2 8 9
INSTRUCTOR						
N/A						
KEITH	ARLIN	5 1 7 8 2	0	6 2 7	0	5 2 4 0 9
INSTRUCTOR						
N/A						

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>						
(C) Name of Affiliated Organization <small>(if applicable)</small>						
KOHL	KENNETH	1 2 1 4 1	0	0	0	1 2 1 4 1
INSTRUCTOR						
N/A						
LIEDLE	DAVID	1 5 6 1 0	0	0	0	1 5 6 1 0
INSTRUCTOR						
N/A						
PEDIGO	MICHAEL	4 5 8 9 2	0	5 6 8	0	4 6 4 6 0
INSTRUCTOR						
N/A						
RAMSEY	LEONARD	4 5 8 9 2	0	6 9 2	0	4 6 5 8 4
INSTRUCTOR						
N/A						
ROWE	JERRY	3 2 4 9 0	0	6 9 6	0	3 3 1 8 6
INSTRUCTOR						
N/A						

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
ROYSE DOUGLAS INSTRUCTOR N/A	1 9 0 7 8	0	0	0	1 9 0 7 8
SKUBITZ JR EDWARD INSTRUCTOR N/A	2 7 3 5 1	0	6 2 4	0	2 7 9 7 5
STURM ROBERT INSTRUCTOR N/A	4 5 1 7 2	0	5 4 8	0	4 5 7 2 0
ARCHER KATHLEE STUD SERV COORD N/A	3 1 7 3 1	0	4 4 9	0	3 2 1 8 0
BARWICK BOBBY INSTRUCTOR N/A	4 3 8 8 8	0	0	0	4 3 8 8 8

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name (List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position (Enter employee's job title.)						
(C) Name of Affiliated Organization (if applicable)						
BERGERON	ROBERT	6 0 4 3 0	0	0	0	6 0 4 3 0
INSTRUCTOR						
N/A						
CASHDOLLAR	JOHN	1 0 8 5 3	0	0	0	1 0 8 5 3
INSTRUCTOR						
N/A						
DIXON	JOSEPH	5 2 6 3 5	0	3 7 2	0	5 3 0 0 7
LEAD INSTRUCTOR						
N/A						
FERGUSON	RALPH	6 2 5 1 0	0	0	0	6 2 5 1 0
LEAD INSTRUCTOR						
N/A						
FOX	ROBERT	5 9 1 5 4	0	0	0	5 9 1 5 4
INSTRUCTOR						
N/A						

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>						
(C) Name of Affiliated Organization <small>(if applicable)</small>						
GARRETT COY LEAD INSTRUCTOR N/A		1 2 7 2 1	0	0	0	1 2 7 2 1
GIDDINGS MAURICE INSTRUCTOR N/A		4 6 6 6 8	0	0	0	4 6 6 6 8
GOZA JOHNNY INSTRUCTOR N/A		1 2 0 8 3	0	0	0	1 2 0 8 3
HASSON TERRY NRTHN REG COORD N/A		3 4 0 6 6	0	2 4 5 7	0	3 6 5 2 3
JACKSON GEORGE LEAD INSTRUCTOR N/A		4 9 7 1 6	0	0	0	4 9 7 1 6

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
KENDALL MILTON EAST REG COORD N/A	7 1 5 7 4	0	1 1 3 9 8	0	8 2 9 7 2
LANGFORD HERMAN INSTRUCTOR N/A	1 9 4 1 4	0	0	0	1 9 4 1 4
LEA JANE INSTRUCTOR N/A	6 7 0 4 2	0	0	0	6 7 0 4 2
MARISA NEIL INSTRUCTOR N/A	3 8 0 9 9	0	0	0	3 8 0 9 9
MCALLISTER TOMMY INSTRUCTOR N/A	4 3 8 8 8	0	0	0	4 3 8 8 8

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## SCHEDULE 10 - DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>					
(C) Name of Affiliated Organization <small>(if applicable)</small>					
MCHENRY WEST REG COORD N/A	4 1 9 4 6	0	4 0 4 4	0	4 5 9 9 0
MCKOWEN INSTRUCTOR N/A	6 0 4 3 0	0	0	0	6 0 4 3 0
MUMPOWER DEPUTY DIR N/A	5 8 5 3 9	0	4 1 0 2	0	6 2 6 4 1
OBRYANT INSTRUCTOR N/A	6 7 4 1 9	0	8 5 1 9	0	7 5 9 3 8
PARKER JR CENT REG COORD N/A	6 7 0 0 0	0	7 3 4 6	0	7 4 3 4 6



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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name <small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>		Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
(B) Position <small>(Enter employee's job title.)</small>						
(C) Name of Affiliated Organization <small>(if applicable)</small>						
PINNEY	SHARICE	4 6 6 6 8	0	0	0	4 6 6 6 8
INSTRUCTOR						
N/A						
RHEA	LARRY	5 0 2 3 3	0	0	0	5 0 2 3 3
INSTRUCTOR						
N/A						
SALAZAR	PETE	1 8 1 8 2	0	0	0	1 8 1 8 2
INSTRUCTOR						
N/A						
SPERRY	DAVID	2 9 8 0 8	0	0	0	2 9 8 0 8
INSTRUCTOR						
N/A						
SURETTE	DELPHIS	6 5 4 4 2	0	0	0	6 5 4 4 2
INSTRUCTOR						
N/A						

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## SCHEDULE 10 – DISBURSEMENTS TO EMPLOYEES (continued)

(A) Name	(B) Position	(C) Name of Affiliated Organization	Gross Salary (before taxes and other deductions) (D)	Allowances (E)	Disbursements for Official Business (F)	Other Disbursements (G)	Total (H)
<small>(List all employees who received more than \$10,000 in total disbursements from your organization and any affiliates.)</small>							
<small>(Enter employee's job title.)</small>							
<small>(if applicable)</small>							
UHLER	SAM		3 8 2 6 1	0	0	0	3 8 2 6 1
INSTRUCTOR							
N/A							
VAN EPPS	JOHN		6 0 4 3 0	0	0	0	6 0 4 3 0
INSTRUCTOR							
N/A							
ZAVALA	TACHO		5 0 3 4 4	0	0	0	5 0 3 4 4
INSTRUCTOR							
N/A							

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## SCHEDULE 13 – OFFICE & ADMINISTRATIVE EXPENSE (continued)

Description (A)	Amount (B)
Printing and Stationary	9 8 7 5 5
Subscriptions and publications	9 0 3 2 1
Telephone and Telegraph	9 2 7 8 3
Insurance and Bonding	3 6 9 3 6 1
Computer Supplies	2 0 0 9 8
Computer rental and maint.	7 5 6 1 6
Data bank services	3 9 7 7 9
Regional offices operations	2 2 8 2 9 7
Office Supplies	5 1 5 0 3
Income Tax	1 5 5
Travel related exp (non-alloc)	3 5 0 0 6 2

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## SCHEDULE 14 – OTHER RECEIPTS *(continued)*

Description (A)	Amount (B)
Pension	6 6 7 9 3
Canadian payroll tax	1 2 5 2
Workman's compensation	6 4 2
Legal	3 6 8 2 6
Equipment rental	9 0 4
Postage and freight	1 2 2 7 1
Printing	2 6 2 5
Subscriptions	3 4 4
Telephone	1 1
Education and Training	1 3 0
Refunded bank charges	6 5 2

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## SCHEDULE 4 – OTHER LIABILITIES *(continued)*

Description (A)	Amount at End of Period (B)
Death Benefits payable	5 0 0 0 0 0
Accrued organizing grant	8 4 1 3 7 8

B +





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## **75. ADDITIONAL INFORMATION**

Item Number	
11	<p>a) General Pension Plan, EIN #52-6124299 1125 17th Street, NW, Washington, DC 20036 This plan provides pension benefits to full-time salaried officers and employees of locals affiliated with the International Union of Operating Engineers.</p> <p>b) Headquarters Pension and Beneficiaries Plan, EIN #52-6062054 1125 17th Street, NW, Washington, DC 20036 The Plan provides pension benefits to full-time salaried officers and employees of the International Union of Operating Engineers.</p> <p>c) Engineers Political Education Committee (EPEC) 1125 17th Street, NW, Washington, DC 20036 The Committee collects contributions from individuals and local unions in order to make contributions to various political parties, committees and individual political candidates.</p> <p>d) Central Pension Fund, EIN #36-6052390 4115 Chesapeake Street, NW, Washington, DC 20016 This plan provides pension benefits for members.</p> <p>e) Pipeline Employers Health and Welfare Fund, EIN #52-6169656 1125 17th Street, NW, Washington, DC 20036 This plan provides health and welfare benefits for members.</p> <p>f) International Union of Operating Engineers and Pipe Line Contractors Association National Pipe Line Training Fund, EIN #52-1829212 1125 17th Street, NW, Washington, DC 20036 This plan provides training and educational benefits for members.</p> <p>g) Government Contract Funds The International Union of Operating Engineers has entered into contracts with various U.S. government agencies to undertake programs and studies in their mutual interests.</p> <p>h) International Union of Operating Engineers National Training Fund, EIN #52-1889259 1125 17th Street, NW, Washington, DC 20036 This fund provides training and educational benefits for members.</p> <p>i) International Union of Operating Engineers and Pipeline Contractors Association Labor-Management Corporation Trust EIN #51-6514128 1125 17th Street, NW, Washington, DC 20036 This fund provides training and educational benefits for members.</p>

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## **75. ADDITIONAL INFORMATION *(continued)***

Item Number	
12	<p>The International Union has a PAC named Engineer's Political Education Committee - EPEC, which files with the Federal Election Commission, FEC ID#C-000-29504. The activity of the committee is not included in this Form LM-2. The International Union has a non-Federal PAC which is included in this Form LM-2.</p>

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## **75. ADDITIONAL INFORMATION** *(continued)*

Item Number	
13	<p>a) Depreciation of fixed assets during the year amounted to \$499,169.</p> <p>b) Obsolete office furniture and equipment with a cost of \$49,801 and a book value of \$0 was discarded.</p> <p>c) Obsolete other fixed assets with a cost of \$34,749 and a book value of \$0 were discarded.</p> <p>d) Automobiles with a cost of \$65,705 and a book value of \$9,334 were traded-in on the purchase of new automobiles. Total trade-in value was \$27,751.</p> <p>e) Automobile with a book value of \$28,569 was awarded to an officer upon retirement.</p>

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## 75. ADDITIONAL INFORMATION *(continued)*

Item Number	
14	Calibre CPA Group, PLLC conducts an audit in accordance with generally accepted auditing standards.

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## **75. ADDITIONAL INFORMATION (continued)**

Item Number			
16	William C. Waggoner	IUOE Local 012	Business Manager
	Vergil L. Belfi, Jr.	IUOE Local 002	Business Manager
	Fred P. Dereschuk	IUOE Local 049	Business Manager
	William Dugan	IUOE Local 150	Business Manager
	Peter Babin III	IUOE Local 406	Business Manager
	Sam T. Hart	IUOE Local 324	Business Manager
	Donald R. Doser	IUOE Local 003	Business Manager
	Thomas P. Maguire	IUOE Local 015	Business Manager
	James J. McLaughlin, III	IUOE Local 501	Business Manager
	James H. Gardner	IUOE Local 018	Business Manager
	William Ryan	IUOE Local 004	Business Manager
	Brian E. Hickey	IUOE Local 399	Business Manager
	Gerald Ellis	IUOE Local 627	Business Manager
	James R. DeJuliis	IUOE Local 037	Business Manager
	Gary Kroeker	IUOE Local 115	Business Manager
	Jan Pelroy	IUOE Local 286	Business Manager
	Kenneth P. Campbell	IUOE Local 825	Business Manager
	Phillip Schloop	IUOE Local 547	Business Manager
	Frank Hanley	Building and Construction Trades Department, AFL-CIO Vice-President	

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## 75. ADDITIONAL INFORMATION *(continued)*

Item Number	
21	<p>The International Union receives per capita taxes from Local Unions in the amount of \$7.00 per member per month. Local Union dues are established by each Local, subject to the minimum dues of \$14.00 per month for active members described in Article X, Section 2 of the International Constitution. Initiation and transfer fees are also established by each Local subject to minimum fees required by the International Constitution.</p>

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## 75. ADDITIONAL INFORMATION *(continued)*

Item Number

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Contingent liabilities exist by reason of the following lawsuits naming the International Union of Operating Engineers as a defendant: Melland v. Fluor Daniel Hanford, HAMTC, and IUOE Local 280; Girard v. Nathan, Evans, Brown, Trejo, Decker, Hanley, Jones, McGraw, and Otis Eastern; Reannie Robinson v. IUOE. It is the opinion of legal counsel that, while there is an inestimable theoretical potential for adverse money judgements, the International Union of Operating Engineers has meritorious defenses in each case.

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## 75. ADDITIONAL INFORMATION *(continued)*

Item Number	
28	U.S. Treasury Securities are carried at amortized value. The cost values are \$93,967,692 and \$95,130,722, respectively, at December 31, 2002 and 2001.



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## 75. ADDITIONAL INFORMATION *(continued)*

Item Number	
30	The fair market value reported for the land and building is based on the 2003 tax year real estate tax assessment. The value of the land and building has been combined and reported as one value. The fair market value of the automobiles, furniture and equipment and other fixed assets is the book value since the fair market value is not readily determinable.

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## 75. ADDITIONAL INFORMATION *(continued)*

Item Number	
31	Audit adjustments were made subsequent to IUOE's filing of LM-2 for the year ended December 31, 2001. These adjustments included a reduction of prepaid pension costs of \$513,134, resulting in prepaid pension costs of \$1,255,836 at December 31, 2001.

ORGANIZATION NAME:  
ENGINEERS, OPERATING, AFL-CIO

FILE NUMBER: 000 - 159

ENDING DATE OF PERIOD COVERED:  
12/31/2002

## 75. ADDITIONAL INFORMATION *(continued)*

In accordance with the International Constitution, the General Executive Board elected Vincent Giblin as General Secretary/Treasurer and Christopher J. Hanley as Trustee to fill vacant positions.

ORGANIZATION NAME:  
**ENGINEERS, OPERATING, AFL-CIO**

FILE NUMBER: **0 0 0 - 1 5 9**

ENDING DATE OF PERIOD COVERED:  
**12/31/2002**

## **75. ADDITIONAL INFORMATION** *(continued)*

Item Number	
57	It is not practicle to make a precise distribution of union owned and leased automobile expenses not paid directly to employees and included in column (f). However, a reasonable allocation of such expenses has been made. Union owned and leased automobiles were used for both official business and personal use, with official business use representing more than 50% of the usage.

ORGANIZATION NAME:

ENGINEERS, OPERATING, AFL-CIO

FILE NUMBER: 000 - 159

ENDING DATE OF PERIOD COVERED:

12/31/2002

## 75. ADDITIONAL INFORMATION *(continued)*

Item Number	
68	<p>a) The International Union acquired 1,870 units of the AFL-CIO Housing Investment Trust through their income reinvestment program. These units had a value of \$2,137,623 at the time of reinvestment.</p> <p>b) The International Union acquired additional units in various mutual funds through their dividend reinvestment program. These units had a value of \$492,678 at the time of reinvestment.</p>